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E-MAIL ALPERSRU C/98

Subj: HAZARDOUS DUTY INCENTIVE PAY (HDIP)

Ref: (a) ALDIST 303/97

Introduction As announced in reference (a), the FY-98 Department of Defense Authorization Act increased all hazardous duty incentive pays (HDIP) to a minimum of \$150 per month effective 18 November 1997. This change effects the following pay entitlements:

- * Crew Flight Pay (segment 12): All rates of less than \$150 per month increased to \$150 per month.
- * Noncrew Flight Pay (segment 13): Increased from \$110 per month to \$150 per month.
- * Flight Deck Hazardous Duty Incentive Pay (segment 49):
Increased from \$110 per month to \$150 per month.

HRSIC Increases were effected by HRSIC and included in
Action members' 30 December 1997 pay. Each member with an open segment 12, 13, or 49 had the segment closed down effective 17 November 1997 and reopened effective 18 November 1997.

On the members' December LESSs, the Entitlements block shows a credit of HDIP for the period 18 November 1997 through 30 December 1997, and the Deductions block shows a debit of HDIP for the period 18 November 1997 through 30 November 1997. For example, if a member's Crew Flight Pay increased from \$110 per month to \$150 per month, the following LES entries appear:

ENTITLEMENTS

FLT PAY CREW \$215.00
(includes \$150 for
Dec + 13 days @ \$5
per day for Nov)

DEDUCTIONS

FLT PAY CREW \$47.67
(checkage of \$3.6666
per day for period
18 to 30 Nov)

Concerns HRSIC (CST) has received calls concerning the December LES for aviation personnel who did not have an increase in crew flight pay. ALL segment 12s were stopped and restarted by HRSIC even if the member did not have a change in crew flight pay rates. The dollar amounts on members' December LES are correct, but the LES entries maybe confusing to some members because of the PMIS/JUMPS double-accounting system. For example, an aviation member who was receiving \$175 per month crew flight pay received the following LES entries:

ENTITLEMENTS

DEDUCTIONS

FLT PAY CREW \$250.83
(includes \$175 for
Dec + 13 days @
\$5.8333 per day
for 18 to 30 Nov)

FLT PAY CREW \$75.83
(checkage of \$5.8333
per day for period
18 to 30 Nov)

Problem

When the HDIP rate change was implemented in segment 49 (Flight Deck Hazardous Duty Incentive Pay) payments for November 1997 were not properly prorated. For instance, a member who received Flight Deck Hazardous Duty Incentive Pay for 1 to 30 November 1997 should have received 17 days @ \$110 per month plus 13 days @ \$150 per month. These members received \$110 per month for the entire month of November 1997. HRSIC has identified 79 members that were affected and has credited the members the additional HDIP due (\$17.33) as part of the individual's 15 January 1998 pay.

Questions

If you have any questions or concerns, please contact HRSIC (CST) at (785) 357-3540.

Released by

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J. D. WILLIAMSON
Executive Officer